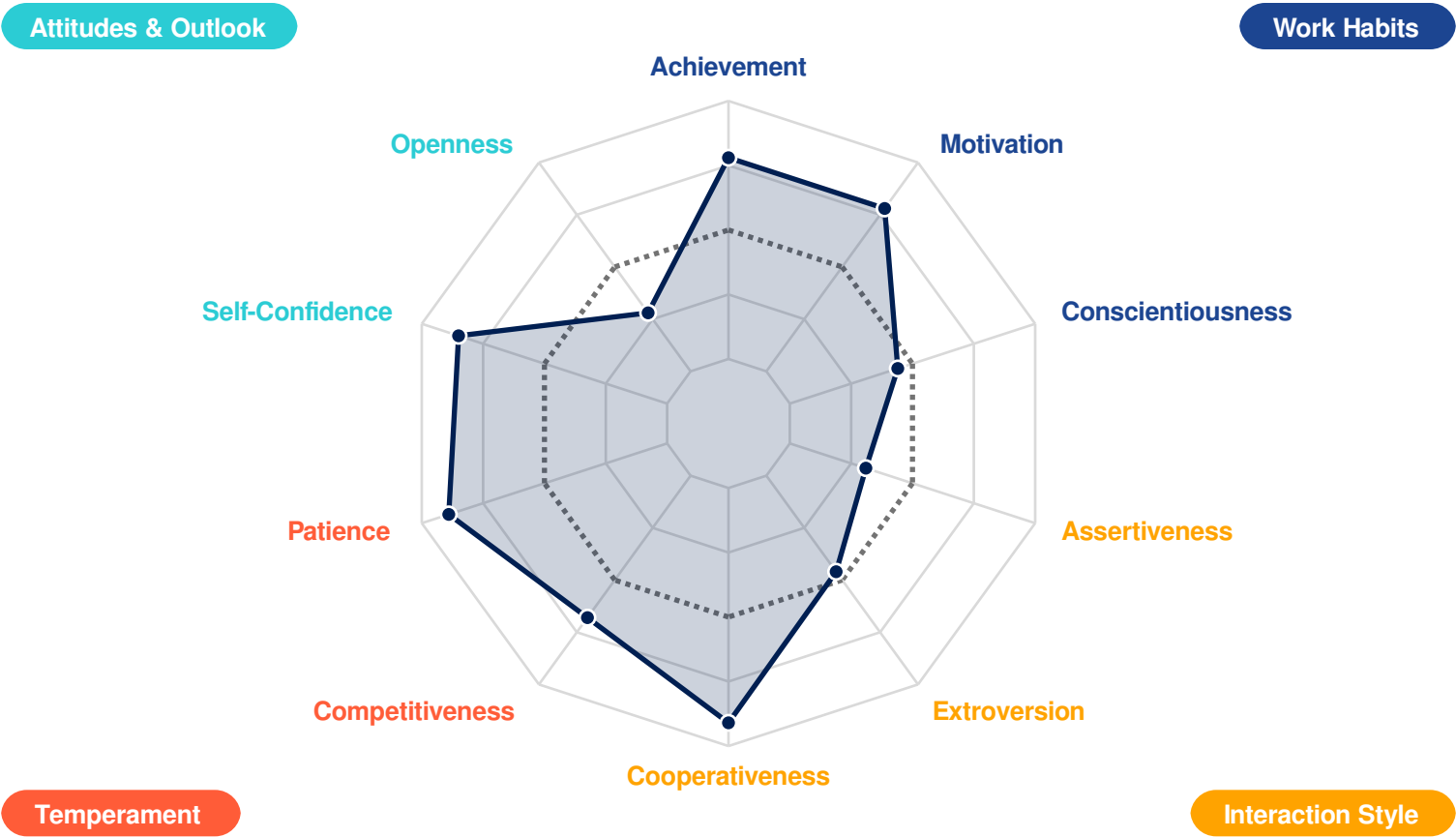


Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no "good" or "bad" qualities. The results are designed to help you heighten your self-awareness and to understand how to relate better to others in the workplace.

Joel Anansambi's Report Summary

Joel Anansambi

General Population



Notable Traits

You can be described as:

Motivated

Likely seen by others as committed and driven

Cooperative

Values social harmony, inclined to seek common ground

Patient

Accepting and tolerant of delays or challenges

Self-Confident

Self-assured and secure

Work, Communication & Interaction Style



Goal-Oriented.

You tend to be goal-oriented and intent on meeting or exceeding the expectations set for you. You have good follow-through on tasks when engaged with your work.



Very Cooperative.

You are likely to be very cooperative and obliging, which suggests that you will value harmony in a group situation as opposed to advancing your own interests. You are likely to place a strong emphasis on treating others fairly and with respect, which should see you viewed as someone who is considerate, trustworthy, and perhaps even selfless. Cooperativeness is a trait well suited to service-oriented roles.



Motivated.

Possessing an inner drive, you are likely committed to achieving certain goals that are of personal importance. Team members will generally perceive you as being motivated and driven to succeed, provided that the goals are clear.

Temperament, Attitudes & Outlook



Patient.

You have a behavioral style and demeanor that is likely tolerant of frustrations stemming from delays or setbacks. This can be an asset in fields that involve tasks such as resolving customers' disputes or navigating conflict-laden situations.



Self-Confident.

You are generally self-assured and confident. You likely have faith in your abilities and are not overly prone to self-doubt.

Strengths & Potential Challenges

Strengths

- You will generally have good follow-through and be attentive to goals.
- You are likely a "self-starter" who will not be difficult to motivate, provided the job expectations are clear.
- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- You will likely go out of your way to accommodate other people. Your agreeable nature means you should be highly coachable, with an ideal profile for service-oriented roles.
- Ambiverts like you tend to be flexible enough to have potential suitability for a variety of roles, including those that emphasize social interactions and those that do not.
- You are well positioned to cope with frustrations when faced with setbacks or challenges in task completion.
- A high level of self-confidence suggests you will generally be free from self-doubt.

Potential Challenges

- Highly cooperative individuals like you can sometimes place too much emphasis on accommodating everyone's needs. In leadership roles, you may need to make tough decisions that do not suit everyone in the team - this may be challenging for you.
- Too much patience can be a liability in certain fields where urgency is required.

Development Suggestions

Work Habits

Achievement-oriented by nature, you will benefit from being challenged to achieve even greater effectiveness in a role and to look for opportunities to further refine your strengths and apply them for greater impact.

Your motivation and drive are best harnessed by prioritizing activities in a way that optimizes your ability to achieve results. You should look for places where you can add the greatest value and use your natural drive to deliver in areas of impact.

Attitudes & Outlook

Knowing when to take a creative approach is important to accomplishing goals. However, there are also times when using tried and true methods are best for getting things done. The balance is in understanding the situation at hand, quickly learning the relevant history of what has already been attempted, and capitalizing on the more effective strategy.

When approaching a new task you may feel more confidence than is warranted. It's important to ensure that your confidence and self-assurance do not inhibit your willingness to prepare in advance. Often, success is the result of planning and effort.

Interaction Style

Some interactions call for a more direct approach, whereas others may require a gentler touch. When engaging with others, you should make sure to consider the situation, the people involved, and the context to help you determine the level of directness that is warranted.

You are likely someone who will put other people's needs before your own. This is likely to make you a cooperative team player. However, you will be well served by remembering that there are times where you need to put your own interests first. In doing so, you may be better positioned to help others as well as yourself.

Effective performance is often a combination of getting things done and interacting well with others. There are times when remaining focused on getting work done is the best approach and times when spending more time engaging with others is beneficial. It may benefit you to take a moment to consider the right balance for a particular job and where you may need to rebalance.

Temperament

While patience can be a virtue, so is knowing when to change course. Sometimes we all stick with an activity or a solution that no longer adds value or where success is unlikely. While tenacity and perseverance are important, it can be equally important to know when to change direction and use a different approach. Your time and effort are valuable, and efforts should be expended where they add the greatest value.

Workplace Stressors & Motivators

The following section relates common workplace situations to your behavioral preferences, to better understand how your potential may be best realized. Situations that may be comfortable or motivating for some people may be stressful or de-motivating for others. Below is a list of common workplace situations together with an indication of how each may impact you.

